

New Jersey Public Employment Relations Commission
NON-POLICE AND FIRE
COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM

Line #

SECTION I: Parties and Term of Contracts

1 Public Employer: DEMAREST BOARD OF EDUCATION County: BERGEN

2 Employee Organization: DEMAREST EDUCATION ASSOCIATION Number of Employees in Unit: 85

3 Base Year Contract Term: 07/01/2017 New Contract Term: 3 YEARS

SECTION II: Type of Contract Settlement (please check only one)

4 ☒ Contract settled without neutral assistance

5 ☐ Contract settled with assistance of mediator

6 ☐ Contract settled with assistance of fact-finder

7 ☐ Contract settled with assistance of super-conciliator

8 If contract was settled in fact-finding, did the fact-finder issue a report with recommendations?
 Yes ☐ No ☐

SECTION III: Salary Base

The salary base is the cost of salaries in the final year of the expired or expiring agreement. This is the base cost from which the parties negotiate the salary increases.

9 Salary Costs in Base Year \$ 5,401,208

10 Longevity Costs in Base Year \$ 0

11 Total Salary Base \$ 5,401,208

SECTION IV: Salary Increases for Each Year of New Agreement*

	Year 1	Year 2	Year 3	Year 4	Year 5
12 Effective Date (month/day/year)	<u>07/01/2017</u>	<u>07/01/2018</u>	<u>07/01/2019</u>	<u>n/a</u>	<u>n/a</u>
13 Cost of Salary Increments (\$)	<u>125,848</u>	<u>129,628</u>	<u>133,521</u>	<u>n/a</u>	<u>n/a</u>
14 Salary Increase Above Increments (\$)	<u>36,363</u>	<u>37,451</u>	<u>38,383</u>	<u>n/a</u>	<u>n/a</u>
15 Longevity Increase (\$)	<u>0</u>	<u>0</u>	<u>0</u>	<u>n/a</u>	<u>n/a</u>
16 Total \$ Increase (sum of lines 13-15)	<u>162,211</u>	<u>167,079</u>	<u>171,904</u>	<u>n/a</u>	<u>n/a</u>
17 New Salary Base (\$)	<u>5,563,419</u>	<u>5,730,498</u>	<u>5,902,402</u>	<u>n/a</u>	<u>n/a</u>
18 Percentage increase over prior year	<u>3.0</u> %	<u>3.0</u> %	<u>3.0</u> %	<u>n/a</u> %	<u>n/a</u> %

**If contract duration is longer than five years, please add an additional page.*

SECTION V: Increases in Other Contractual Economic Items or Newly Added Economic Items*

19	Item Description	Base Year Cost (\$)	Year 1 Increase (\$)	Year 2 Increase (\$)	Year 3 Increase (\$)	Year 4 Increase (\$)	Year 5 Increase (\$)
	CO-CURRICULAR/ATHLETIC STIPENDS	97,079	2,912	3,000	3,090	n/a	n/a
	STIPEND CH 78 RELIEF	0	13,040	1,050	1,350	n/a	n/a
20	Totals(\$):	97,079	15,952	4,050	4,140	n/a	n/a

*If contract duration is longer than five years, please add an additional page.

SECTION VI: Medical Costs

	Base Year	Year 1
21 Health Plan Cost	\$1,615,774	\$1,746,250
22 Prescription Plan Cost	\$0	\$0
23 Dental Plan Cost	\$89,411	\$96,786
24 Vision Plan Cost	\$0	\$0
25 Total Cost of Insurance	\$1,705,185	\$1,843,036
26 Employee Insurance Contributions	\$347,534	\$388,209
27 Employee Contributions as % of Total Insurance Cost	21.5%	21.1%

Section VI: Medical Costs (continued)

28 Identify any insurance changes that were included in this CNA.

A non-pensionable stipend will be given to DEA members contributing to the health insurance under Ch 78. This stipend is scaled based on the employees years of service in the district as follows:

Years 0-5 \$65; Years 6-14 \$165; Years 15 and greater \$415.

The Board paid for dental premiums up to \$90,000 per year in prior contract. Employee organization was responsible for any cost exceeding the \$90,000. This provision is eliminated in this contract and the Board of Education will pay dental premiums in full.

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name:

Thomas J. Perez

Position/Title:

SBA/BS

Signature:



Date:

December 14, 2017

Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: contracts@perc.state.nj.us

NJ Public Employment Relations Commission
Conciliation and Arbitration
PO Box 429
Trenton, NJ 08625
Phone: 609-292-9898

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